Advancing Racial Equity

Introductions

Goals

- Introduce the ongoing work to advance equity in LMG

- Explore the relationship between equity and power

- Demonstrate opportunities for collaboration between LMG, Metro Council, and community to advance equity

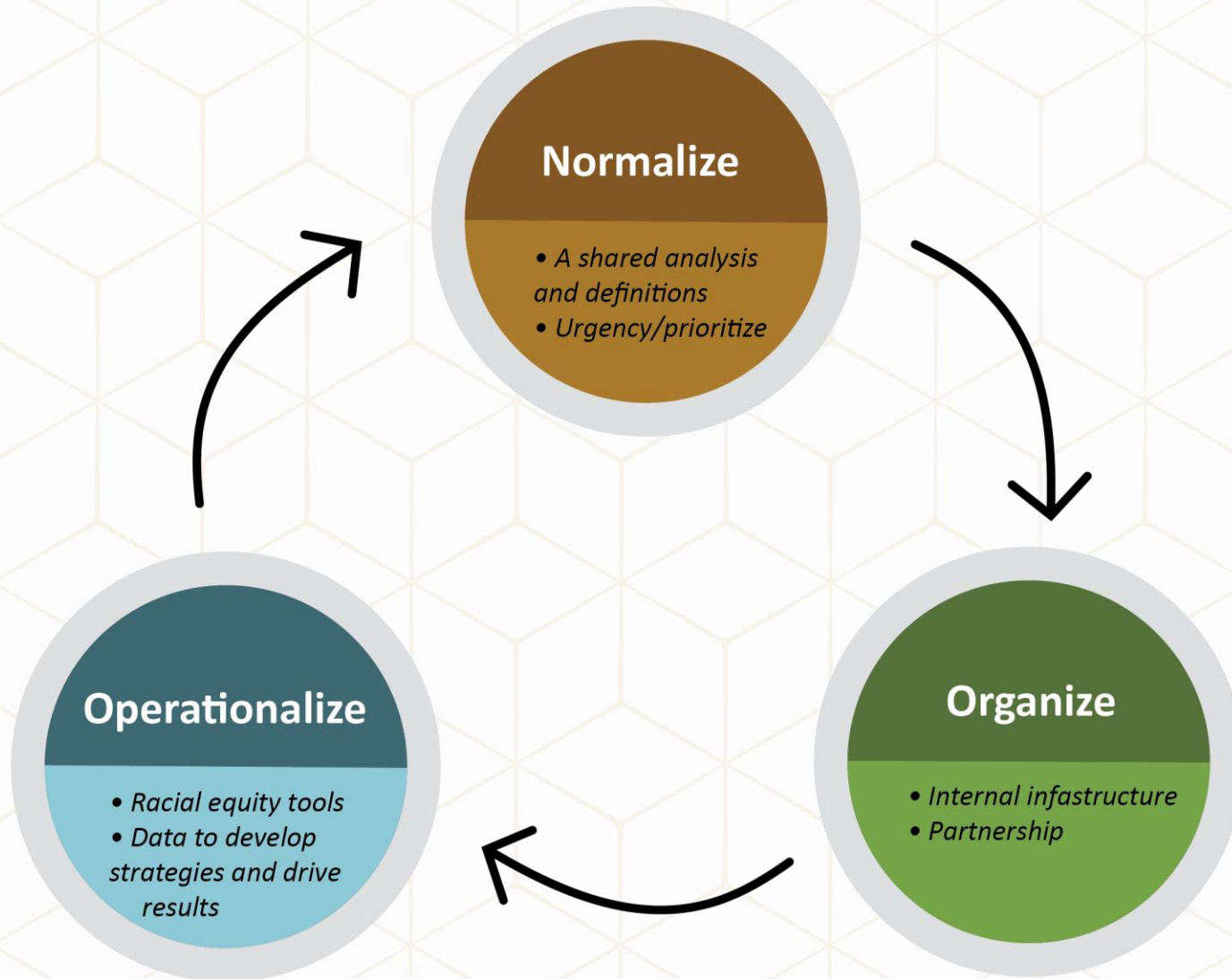- Introduce the Racial Equity Toolkit

Objectives

Participants will:

- Gain awareness of the history of race; implicit and explicit bias; and individual, institutional, and structural racism and how it impacts our lives,

- Be able to identify instances of implicit and explicit bias and individual, institutional and structural racism, and

- Be motivated to take action.

National Best Practice

Normalize
- *A shared analysis and definitions*
- *Urgency/prioritize*

Organize
- *Internal infastructure*
- *Partnership*

Operationalize
- *Racial equity tools*
- *Data to develop strategies and drive results*

race forward

Getting started

1. Race matters because racism makes it matter.

2. We aren't just talking about individual acts of bigotry; we are talking about institutions and systems that perpetuate inequity. We are all a part of institutions and systems.

3. We all have a responsibility to advance racial equity.

Vision Statement

"We imagine a Louisville Metro where race does not predict one's quality of life, and where equity is reflected across all institutions and communities."

Healing Possible Quorum 100

Racism is...

"... a system of structuring opportunity and assigning value based on phenotype ("race"), that:

- unfairly [concentrates] disadvantages [for] some individuals and communities
- unfairly [concentrates] advantages [for] other individuals and communities

....undermines realization of the full potential of the whole society through the waste of human resources."

- Dr. Camara Jones, Former President of the APHA

"a marriage of racist policies and racist ideas that produces and normalizes racial inequities."

- Dr. Ibram X. Kendi, How to Be An Antiracist

What is "Racial Equity?"

An inclusive approach to transform structures towards access, justice, self-determination, redistribution, and sharing of power and resources.

End Result: Race is no longer a determinant of socio-economic outcomes.

Timeline of Metro's Equity Work

2011

2011 Health Equity Report
*1st documentation of
life expectancy inequities
between neighborhoods*

Healing Possible Quorum 100
*Center for Health Equity and
Human Relations Commission
partner with 100 residents
to explore the impact of
racism on policy and make
recommendations*

2014

2016

**Government Alliance on
Race & Equity (GARE)**
*Grant to support
cross-functional racial
equity work (HRC, OPI,
CHE,OSHN,HR and more)*

Timeline of Metro's Equity Work

2017

Advancing Racial Equity Trainings begin across Louisville Metro Government *within 18 months 4,000 employees trained*

2018

Office of Equity is established
Kellie Watson is hired as the Chief Equity Officer, with HR and HRC as direct reports

LMG Racial Equity Plan
Equity Office identifies strategies around procurement and workforce development

2019

Advancing Racial Equity Training Part 2
HR, OPI, Equity Office, and CHE work to develop a part 2 training

Racial Equity Tool introduced

Why talk about structural racism?

Racial inequity in the U.S.

From infant mortality to life expectancy, racism predicts how well you will do…

Racial inequities persist across systems...

| SYSTEM	TERM
Health	Health Disparity
Education	Achievement Gap
Child welfare	Disproportionality
Juvenile justice	Disproportionate minority contact ("DMC")
Economic development	Minority Business Enterprises ("MBEs")
Enterpreneurship	Inclusive Innovation

Adapted from Bayard P. Love Consulting

Life Expectancy

Life expectancy at birth, five year estimates

Ohio River

Life Expectancy, in years
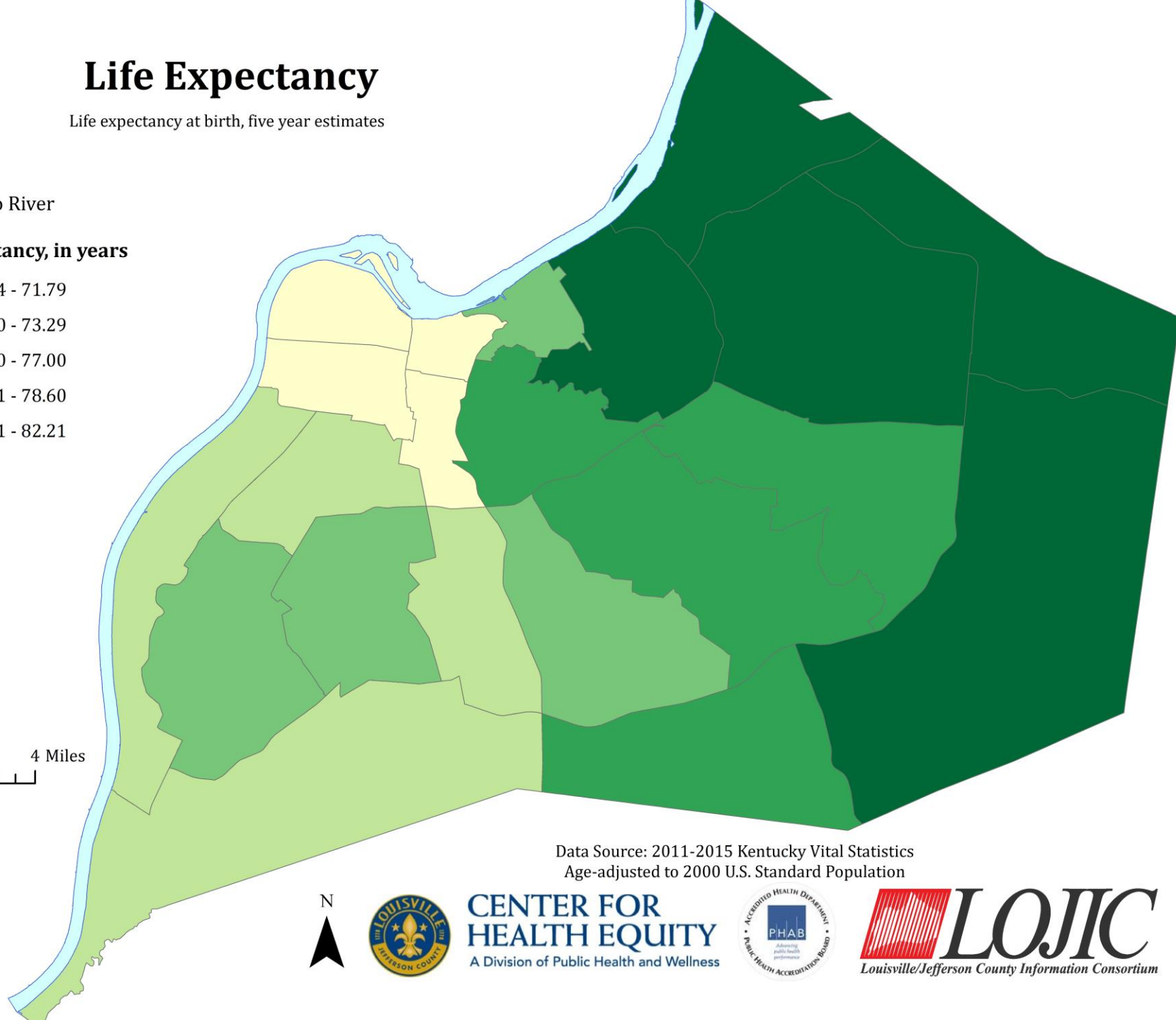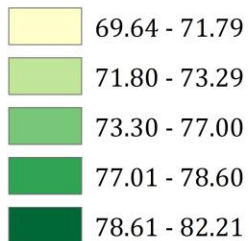
- 69.64 - 71.79
- 71.80 - 73.29
- 73.30 - 77.00
- 77.01 - 78.60
- 78.61 - 82.21

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LOUISVILLE JEFFERSON COUNTY

CENTER FOR HEALTH EQUITY
A Division of Public Health and Wellness

PHAB
ACCREDITED HEALTH DEPARTMENT
Public Health Accreditation Board
Advancing public health performance

LOJIC
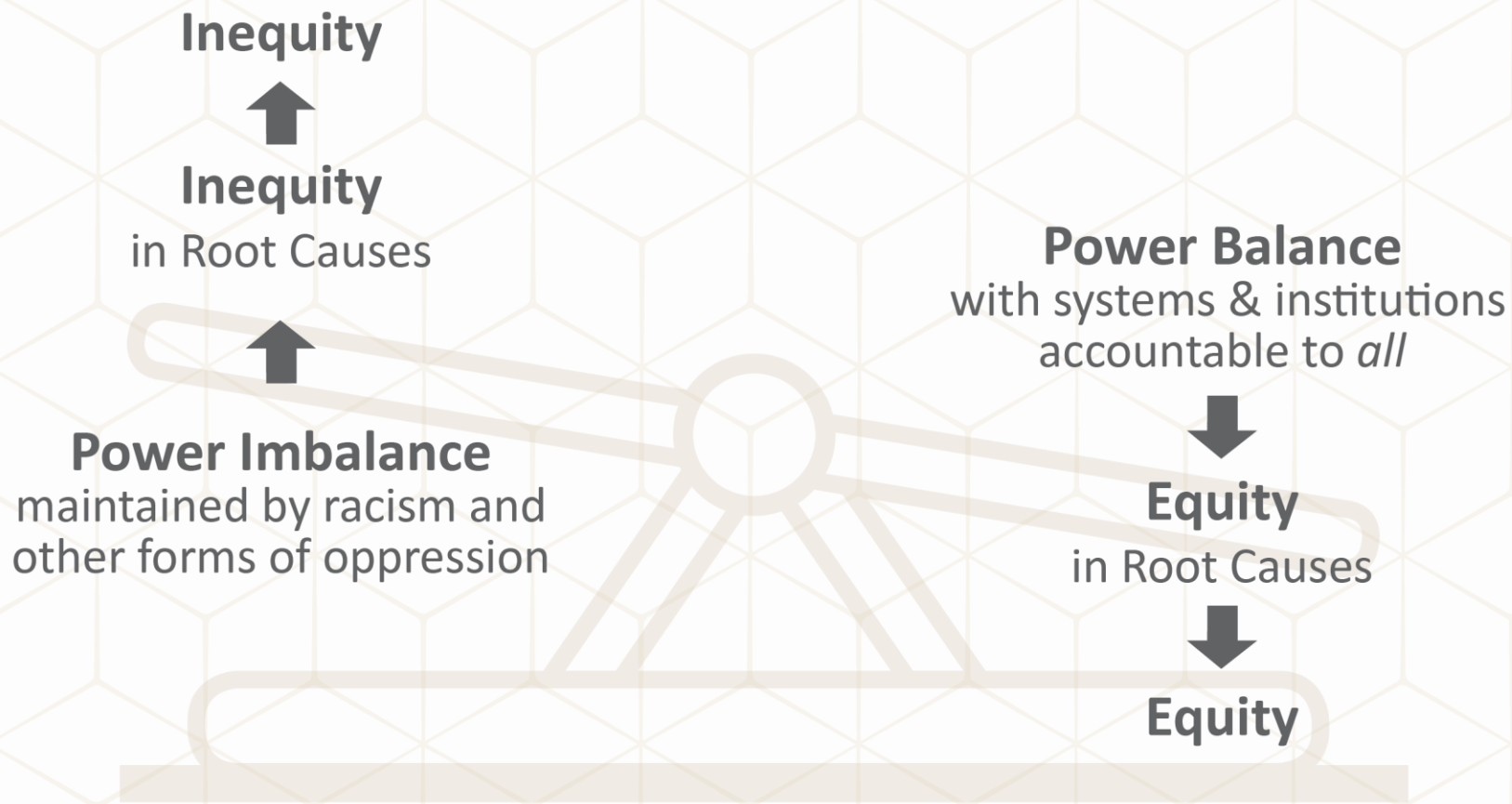Louisville/Jefferson County Information Consortium

HEALTH OUTCOMES

ROOT CAUSES

SYSTEMS OF POWER

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Download the report at **HealthEquityReport.com**

PUBLIC POLICY
national, state, local law
Connect with your elected officials!

COMMUNITY
relationships among organizations
How can we link resources together?

ORGANIZATIONAL
organizations, social institutions
Change where you work, learn, pray, and play.

INTERPERSONAL
family, friends, social networks
Support each other!

INDIVIDUAL
knowledge, attitudes, skills
What you can do!

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Racist Ideas

"Racist ideas argue that the inferiorities and superiorities of racial groups explain racial inequities in society"

Segregationists: One who is expressing the racist idea that a permanently inferior racial group can never be developed and is supporting policy that segregates away that racial group

Housing segregation is justified by the myth that Black people were/are bad for property values.

Assimilationist: One who is expressing the racist idea that a racial group is *culturally* or *behaviorally* inferior and is supporting cultural or behavioral enrichment programs to develop that racial group

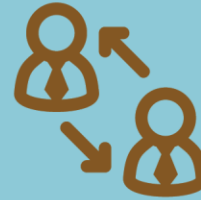Neighborhood violence is attributed to lack of family values and/or education

Poverty is attributed to bad money management

Adapted from Stamped from the Beginning by Dr. Ibram X. Kendi

Dimensions of Racism

INTERNALIZED

Beliefs within individuals
Stereotype Threat

INTERPERSONAL

Bigotry between individuals,
Racial Anxiety

INSTITUTIONAL

Bias within an agency, school....

STRUCTURAL

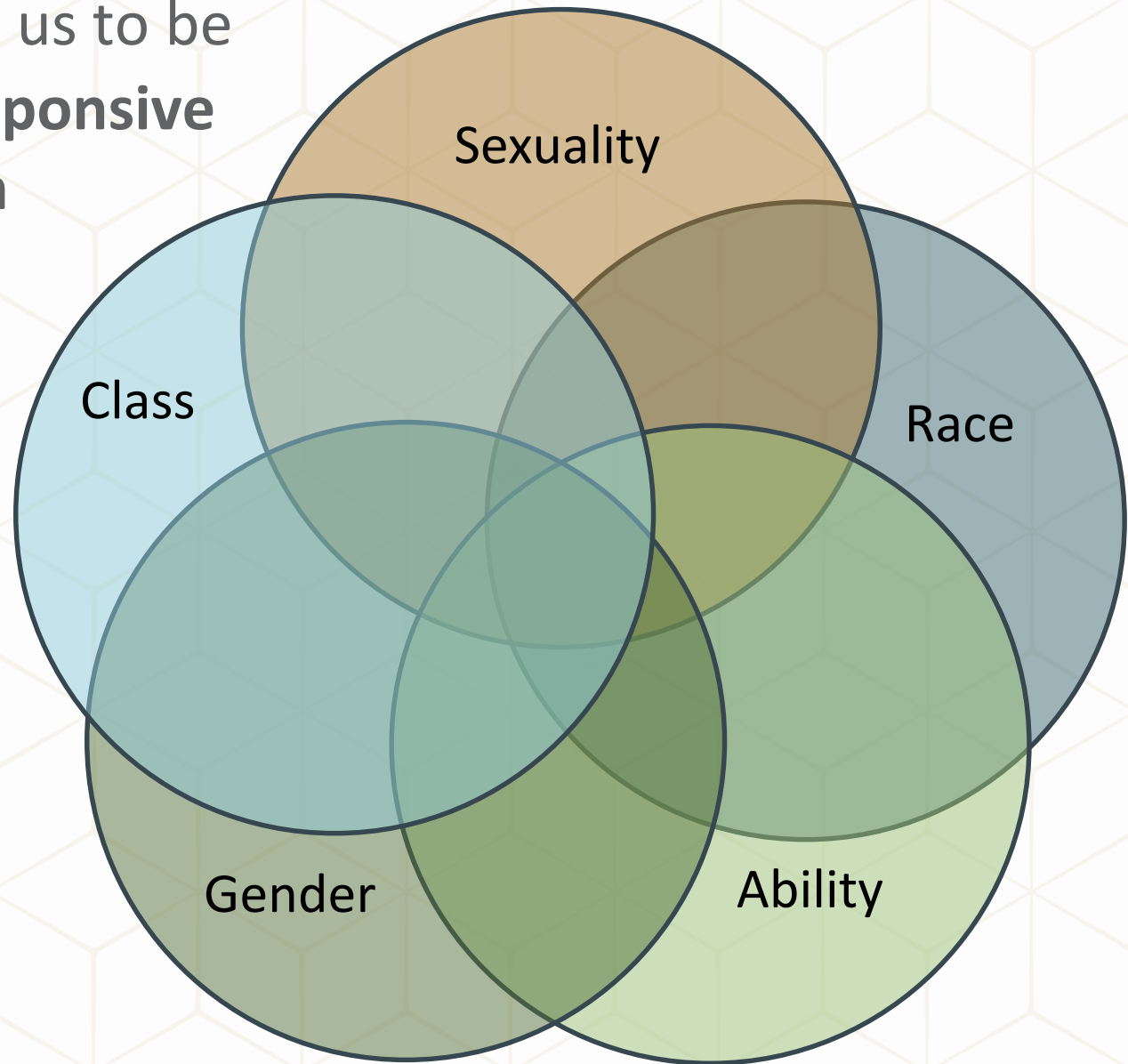Cumulative among institutions,
durable, multigenerational

So what's the point?

Racial Discrimination (for Profit) → **Racist Ideas (for justification) + Violence** → **(Culture of) Trauma**

Racist frameworks justify antiblack discrimination for maximum profit, dividing what otherwise would be shared economic interests. This makes room for systems to be designed that maximize profit for some (concentrate advantage) and depresses the quality of life for everyone (concentrate disadvantage).

In doing so, racism demands from our relationships an inability to protect, defend, and show compassion to each other. These perceptions result in underfunding, inefficiency, and (when we embrace these racist ideas) exacerbated harm.
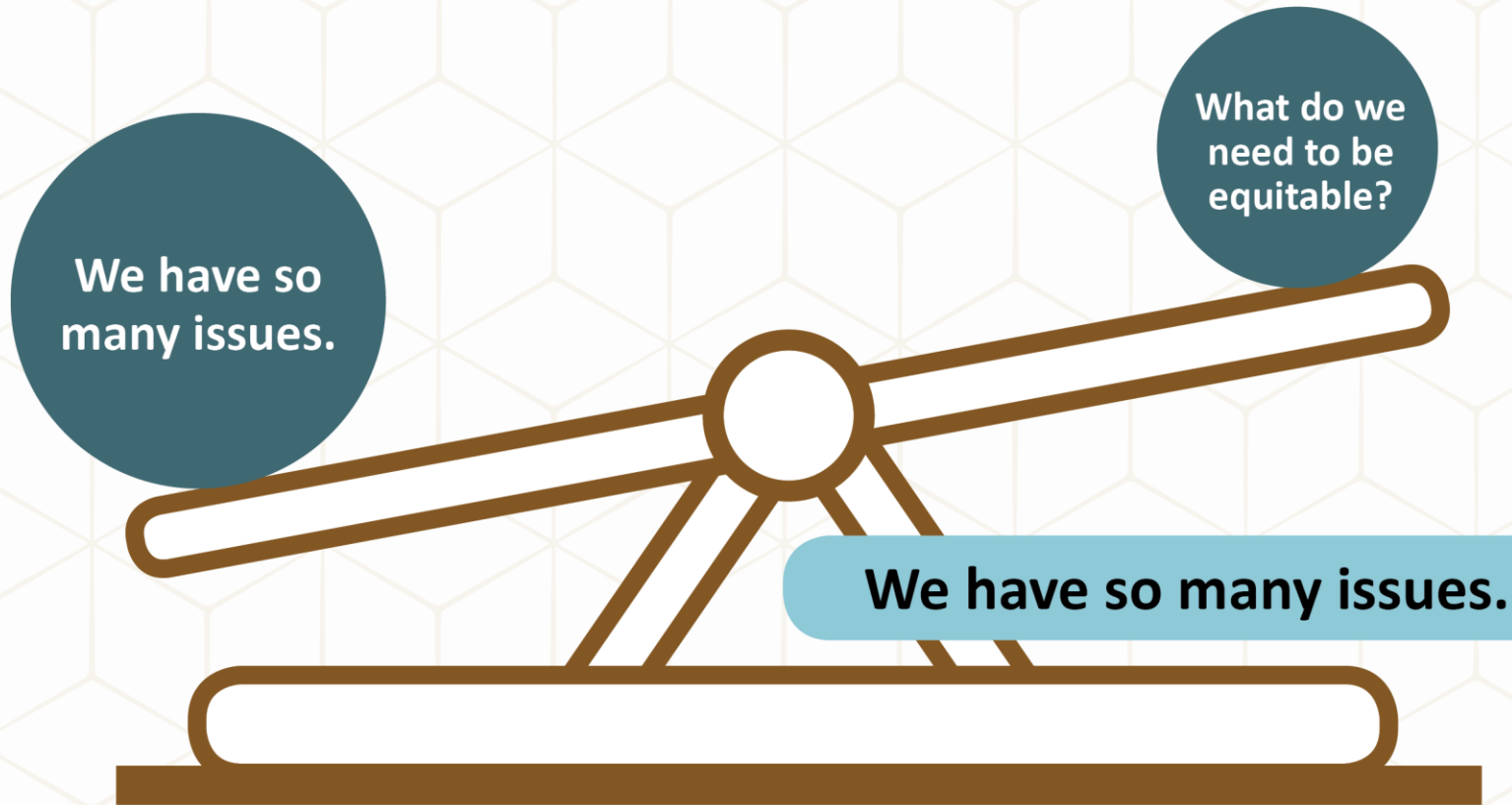
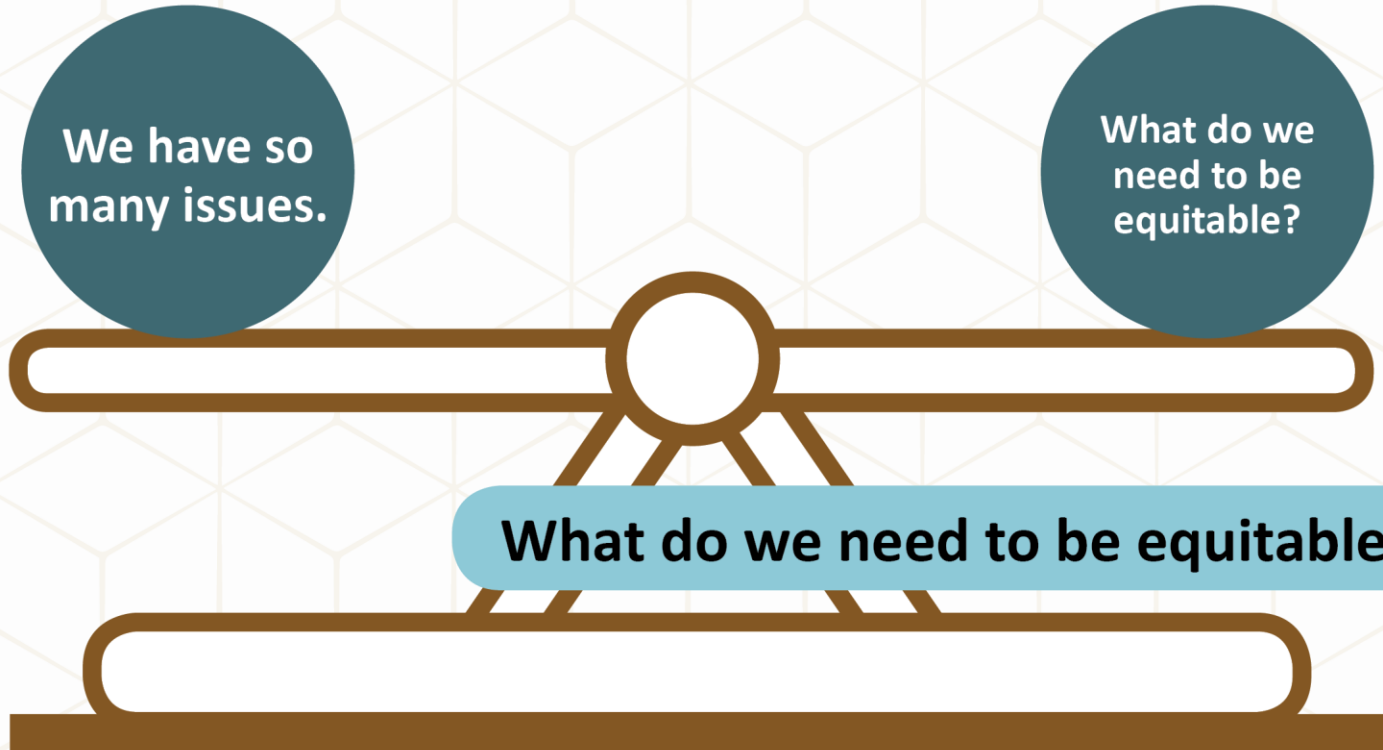**EQUITY** requires us to be **mindful of** and **responsive to** the **intersection of power**.

Sexuality

Class

Race

Gender

Ability

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What does this mean, in practice?

Change the conversation:

We have so many issues.

What do we need to be equitable?

We have so many issues.

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HiP
HUMAN IMPACT PARTNERS

Spotlight: Racial Equity Tool

What is the tool?

- A six step process guiding discussions and information gathering before making decisions

When should the tool be used?

- When trying to make a decision and understand the potential impacts
- To help mitigate unintended consequences and improve equitable outcomes

Spotlight: Racial Equity Tool

1. Set a Vision and Outcomes
2. Involve Stakeholders and Gather Data
3. Determine Benefit and/or Burden
4. Advance Opportunity or Minimize Harm
5. Evaluate, Communicate and Be Accountable
6. Report Back

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Stay connected!

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